

Emotional intelligence testing for headteachers:

Cliffe, Joanne

DOI:

[10.1108/JPCC-12-2017-0033](https://doi.org/10.1108/JPCC-12-2017-0033)

License:

Other (please specify with Rights Statement)

Document Version

Peer reviewed version

Citation for published version (Harvard):

Cliffe, J 2018, 'Emotional intelligence testing for headteachers: globalization or lost in translation', *Journal of Professional Capital & Community*, vol. 3, no. 3, pp. 223-240. <https://doi.org/10.1108/JPCC-12-2017-0033>

[Link to publication on Research at Birmingham portal](#)

Publisher Rights Statement:

Final Version of Record available at:

Cliffe, Joanne. "Emotional intelligence testing for headteachers: globalization or lost in translation." *Journal of Professional Capital and Community* (2018).

<https://doi.org/10.1108/JPCC-12-2017-0033>

General rights

Unless a licence is specified above, all rights (including copyright and moral rights) in this document are retained by the authors and/or the copyright holders. The express permission of the copyright holder must be obtained for any use of this material other than for purposes permitted by law.

- Users may freely distribute the URL that is used to identify this publication.
- Users may download and/or print one copy of the publication from the University of Birmingham research portal for the purpose of private study or non-commercial research.
- User may use extracts from the document in line with the concept of 'fair dealing' under the Copyright, Designs and Patents Act 1988 (?)
- Users may not further distribute the material nor use it for the purposes of commercial gain.

Where a licence is displayed above, please note the terms and conditions of the licence govern your use of this document.

When citing, please reference the published version.

Take down policy

While the University of Birmingham exercises care and attention in making items available there are rare occasions when an item has been uploaded in error or has been deemed to be commercially or otherwise sensitive.

If you believe that this is the case for this document, please contact UBIRA@lists.bham.ac.uk providing details and we will remove access to the work immediately and investigate.

Name	Age	School Type and number on roll	Area	Years in post during research period
Emma	50-59	Mixed Comprehensive 11-18 700 pupils	North	2-8
Vicki	50-59	Mixed Comprehensive 11-18 1700 pupils	North	4-10 Second headship
Julie	50-59	Mixed Comprehensive 11-16 970 pupils	East Midlands	1-7
Kate	40-49	Mixed Comprehensive 11-18 960 pupils	West Midlands	1-7 Second headship
Mandy	40-49	Boys' School 11-16 600 pupils	West Midlands	3-9
Maya	30-39	Mixed Comprehensive 11-18 790 pupils	South	2-8
Sue	50-59	Mixed Comprehensive 14-19 1500 pupils	East Midlands	5-11
Vicki	50-59	Mixed Comprehensive 11-18 1700 pupils	North	4-10 Second headship

Table 1: The interview sample

The Structure of the MSCEIT			
Two Areas	Four Branches: Ability	Tasks: Test Sections	Question Types
Experiential Emotional Intelligence	Perceiving	Faces	Identify subtle emotions in faces
		Pictures	Identify emotions in complex landscapes and designs
	Using	Facilitation	Knowledge of how moods impact thinking
		Sensations	Relate various feeling sensations to emotions
Strategic Emotional Intelligence	Understanding	Changes	Multiple choice questions about how emotions change over time
		Blends	Multiple choice emotion vocabulary definitions.
	Managing	Emotion Management	Indicate effectiveness of various solutions to internal problems.
		Emotional Relations	Indicate effectiveness of various solutions to problems involving other people.

Table 2: The Structure of the MSCEIT

(Caruso, 2006, p. 1)

MSCEIT Scores															
	Total	Two Areas		Four Branches: Ability				Eight Tasks: Test Sections							
Headteacher		Experiential Emotional Intelligence	Strategic Emotional Intelligence	Perceiving Emotion	Facilitating Thought	Understanding Emotion	Managing Emotions	Faces	Pictures	Facilitation	Sensations	Changes	Blends	Emotion Management	Emotional Relations
Emma	109	120	96	112	115	98	97	143	102	115	107	88	102	98	98
Julie	67	66	79	49	87	83	79	48	70	93	86	86	81	77	86
Kate	91	95	89	96	91	96	88	100	91	98	67	89	99	89	90
Mandy	88	97	83	102	87	85	87	107	96	86	93	80	92	91	86
Maya	100	99	96	91	112	106	89	82	103	115	103	99	110	101	84
Sue	81	76	91	69	96	96	91	70	77	90	102	85	103	91	94
Vicki	88	93	86	90	97	93	84	91	91	99	94	83	104	88	85

Table 3: MSCEIT Scores